

**CITY OF HAYWARD  
And  
INTERNATIONAL FEDERATION OF PROFESSIONAL &  
TECHNICAL ENGINEERS – LOCAL 21**

**SIDE LETTER OF AGREEMENT**

**RE: AGREEMENT ON MODIFICATION OF TERMS AND CONDITIONS OF EMPLOYMENT FOR THE  
IFPTE LOCAL 21**

This Side Letter of Agreement is made between the City of Hayward (City) and the International Federation of Professional & Technical Engineers (Local 21) to outline the terms and conditions of the reclassification of incumbents in the Housing Inspector and Community Preservation Inspector classifications into the Code Enforcement Inspector I/II classification.

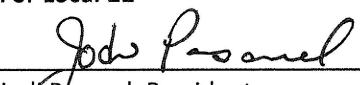
The City and Local 21 agree that the terms of this Side Letter of Agreement for said reclassifications to become effective the first pay period following the adoption of the established salary range for said position, by the City Council

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1. The benchmark position for purposes of setting salary shall be the Building Inspector. The Code Enforcement Inspector II shall be set 5% below the established salary for Building Inspector. The Code Enforcement Inspector I shall be set 10% below the Code Enforcement Inspector II The Senior Code Enforcement Inspector shall be set 10% above the Code Enforcement Inspector II.
  2. The salary range for the Code Enforcement Inspector I shall be set as follows:
    - a. Step A – \$30.33 per hour
    - b. Step B – \$31.85 per hour
    - c. Step C – \$33.44 per hour
    - d. Step D – \$35.11 per hour
    - e. Step E – \$36.87 per hour
  3. The salary range for the Code Enforcement Inspector II shall be set as follows:
    - a. Step A – \$33.37 per hour
    - b. Step B – \$35.04 per hour
    - c. Step C – \$36.79 per hour
    - d. Step D – \$38.63 per hour
    - e. Step E – \$40.56 per hour
  4. The salary range for the Senior Code Enforcement Inspector shall be set as follows:
    - a. Step A – \$36.71 per hour
    - b. Step B – \$38.55 per hour

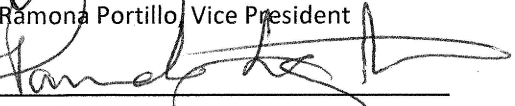
- c. Step C – \$40.48 per hour
- d. Step D – \$42.50 per hour
- e. Step E – \$44.62 per hour

5. Effective the first full pay period following adoption of the Salary Plan, which includes the Code Enforcement Classification series, all incumbents in the Community Preservation Inspector and the Housing Inspector classifications shall be reclassified to Code Enforcement Inspector II. Incumbents will retain their current step in the new salary range established for the Code Enforcement Inspector II.
6. As of July 1, 2013, all incumbents shall receive retroactive pay for the difference between his/her current salary as a Community Preservation Inspector or a Housing Inspector and his/her adjusted salary in the Code Enforcement Inspector II position for the performance of the full range of duties of the Code Enforcement Inspector II position for the pay periods that include January 1, 2013 through June 30, 2013. Any retroactive pay will be processed and paid by the August 2, 2013 pay date.
7. Seniority in the Code Enforcement Inspector II position shall be determined by the original date of appointment in either the Community Preservation Inspector or Housing Inspector, whichever is applicable.
8. Incumbents reclassified into the position of Code Enforcement Inspector II are encouraged, but not required to meet the certification requirements contained in the job description, as a condition of employment. Any person hired on or after July 1, 2013 will be required to meet all requirements contained in the job description, including certification requirements as a condition of continued employment.

For Local 21

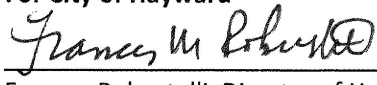
  
Jodi Pascual, President

  
Ramona Portillo, Vice President

  
Pam Covington, Representative

JUNE 14, 2013  
Date

For City of Hayward

  
Frances Robustelli, Director of Human Resources

6/14/13  
Date